

**2017-2018 ALA-APA CD#5
2018 ALA Midwinter Meeting**

TO: ALA-APA Council
ALA-APA Board of Directors

RE: 2018 Midwinter Report

ACTION REQUESTED/INFORMATION/REPORT:

No action requested.

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BACKGROUND:

The ALA Allied Professional Association (ALA-APA) is a nonprofit professional organization established “to promote the mutual professional interests of librarians and other library workers.” To that end, the ALA-APA is focused on two broad areas:

- Certification of individuals in specializations beyond the initial professional degree.
- Direct support of comparable worth and pay equity initiatives, and other activities designed to improve the salaries and status of librarians and other library workers.

CPLA Program

The Certified Public Library Administrator (CPLA) Program is a voluntary post-MLS certification program for public librarians with three years or more of supervisory experience. Its aim is to further professional education and development and help librarians move to a higher level of practical professional experience. To date, there are a total of **301** enrollees in the program and **97** graduates.

LSSC Program

The Library Support Staff Certification (LSSC) Program offers library support staff the opportunity to commit to professional development and continuing education through the completion of competency sets developed and implemented by the ALA-APA. To date, there are a total of **560** enrollees in the program and **183** graduates.

National Library Workers Day (NLWD) and Equal Pay Day

Once every few years the dates for **National Library Workers Day (NLWD)** and **Equal Pay Day** coincide with one another. This is one of those years. Both will be held on **April 10, 2018** and we are encouraging individuals, groups, and libraries to celebrate both days together.

The original resolution for the celebration of NLWD was proposed to recognize the hard work, dedication, and expertise of librarians and library support staff. It was proposed that the Tuesday of National Library Week be designated the day; and, that on that day, interested library workers, library groups, and libraries should advocate for better compensation for all library workers. On this day, library organizations are encouraged to host a celebration and submit a star to honor a great worker, team or department by visiting the NLWD website (www.ala-apa.org/nlwd). This year we are very excited to announce that organizations can purchase an official NLWD poster, satchel or t-shirt directly from the [ALA Store](#)! Additionally, thanks to the assistance of the ALA Archives, we will once again be able to travel back in time to view photos of library workers across several decades. If you want to view or share the posts, just like us on the [NLWD Facebook page](#) or follow the APA's Twitter feed [@alaapa](#). Be sure to use the hashtag **#NLWD18**.

Equal Pay Day was first originated by the [National Committee on Pay Equity](#) (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages. Because women earn less, on average, than men, they must work longer into the next year for the same amount of pay men earned in the previous year. Tuesday was selected to represent how far into the work week women must work to earn what men earned the previous week. Although all women lag behind men, data shows that among full-time workers, African American, Latina and Native American women had lower median weekly earnings than White women and Asian women. Why should libraries celebrate this day? As a female dominated profession (over 85%) pay equity is an issue that affects all library workers regardless of gender. Additionally, ALA was one of NCPE's charter members and currently, ALA-APA is one of its 94 organizational members. On April 10, 2018, we are asking library workers to "wear red" to symbolize how far women and minorities are "in the red" with their pay.

To share stories or plans on how a library organization plans to celebrate, articles can be sent to: libraryworklife@ala.org.

Donate to APA*

The APA does not have members. It is a companion organization to the ALA and serves its members and the library community at large. Please consider supporting our efforts by giving financially. Your contributions and support make it possible for the organization to continue to strive every day for the advancement of all library employees. No gift is too small. On the ALA homepage, go to “*giveALA*” and select “*Offices* → *Other*” and then *ALA-APA*.

Social Media

For ongoing monitoring of APA activities and events, visit the website at: www.ala-apa.org or follow the APA on Twitter [@alaapa](https://twitter.com/alaapa) or like us on [Facebook](https://www.facebook.com/alaapa) .

Acknowledgements

In closing, I would like to thank the hard working volunteers and committee members of all of the various APA groups without which we would not be able to continue the work of advocating for library workers.

I would personally like to acknowledge the support of the MPS, Finance, Membership, ITTS and Governance Office staffs for their overall support of the APA. And finally, I would like to acknowledge the APA’s staff and consultants (Kimberly Redd, Beatrice Calvin, Pamela Akins, Dr. Caitlin Williams and Jamie Bragg) for their dedication, commitment and hard work in getting the work done.

** Please note: Your contribution to the ALA-APA is not tax deductible as a charitable contribution. Your contribution may be tax deductible as a business expense.*